

# Fredrick Homenick

fredrick.homenick4@yahoo.com | (835) 813-5436 x145 | Tomasashire, Cook Islands | [https://linkedin.com/in/Fredrick\\_Homenick](https://linkedin.com/in/Fredrick_Homenick)

## SUMMARY

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Experienced HR Manager with 10+ years focusing on Tech. Known for quality engineering.

## EXPERIENCE

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### Talent Acquisition Manager — Howe - Dicki (2018-07-12 - 2018-11-27)

- Implemented a performance review program which improved engagement scores by 17 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### People Operations Manager — Yundt, Howell and Yost (2025-05-08 - 2025-10-14)

- Implemented a performance review program which improved engagement scores by 16 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 19%.

### HR Manager — Cremin - Skiles (2014-05-01 - 2024-11-06)

- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 9 points.

### HR Business Partner — Wiegand - Greenfelder (2025-06-08 - Present)

- Rolled out benefits and L&D programs that increased retention in key teams by 21%.
- Implemented a performance review program which improved engagement scores by 9 points.
- Led recruitment for 38 roles across EMEA/US, reducing time-to-hire by 35%.

### HR Manager — Lebsack - Renner (2020-02-26 - 2021-07-23)

- Rolled out benefits and L&D programs that increased retention in key teams by 5%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 7 points.
- Led recruitment for 43 roles across EMEA/US, reducing time-to-hire by 20%.

## SKILLS

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### Talent

Recruitment • Employer Branding

### Operations

Benefits Administration

### People Practices

Employee Relations • Performance Management • L&D • Succession Planning

### Compliance

Workplace Investigations • GDPR • Diversity & Inclusion • Employment Law

## ACADEMIC BACKGROUND

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B.A. Business Administration, Pagac - Schinner Institute (2024)

## PROJECTS

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**nulla statim** - Versatile incremental forecast

## CERTIFICATIONS

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- CIPD Level 5/7